

National Weather Service Isaac M. Cline Awards - 2003

The Isaac M. Cline Awards recognize the excellence of NWS employees in many areas of service. The awards are named in honor of one of the most recognized employees in weather service history. Dr. Cline made numerous contributions to the mission of the U.S. Weather Bureau. Most noteworthy of his accomplishments were the actions Isaac Cline took during the Galveston hurricane of 1900, the deadliest weather event in U.S. history. Isaac Cline's acute understanding of weather conditions, and his heroic forecasts and hurricane warnings saved several thousand lives. He continued a career of distinguished service as head of the District USWB office in New Orleans, particularly during the Great Mississippi flood of 1927.

Annually, we award deserving NWS employees in as many as eight categories of accomplishment:

- meteorology
- hydrometeorology
- hydrology
- engineering, electronics, or facilities
- support services
- upper-air observation
- leadership
- program management/administration

Cline Awards are competitive and are made at three levels:

Level 1-	Local (field offices/centers, and NWSH offices/region headquarters divisions)
Level 2-	Regional (NWS regions/NWSH office)
Level 3-	National

Nominations will be accepted from users of NWS products and services, managers and supervisors, and co-workers. Only recipients of Level 1 awards can be nominated for Level 2 awards. Recipients of Level 2 awards can be considered for competition for the Level 3 (national level) awards. National Cline award recipients may receive up to \$5,000 (exclusive of other cash awards received for the nominated accomplishments.) Maximum use will be made of the NWS-NWSEO Commitment to Bilateral Cooperation process (Article 8 of the Cooperative Bargaining Agreement) to evaluate nominees at all three levels.

Following is a description of the awards process.

1. Purpose

The NWS Isaac M. Cline Awards were established to identify and recognize operational excellence of line employees in the delivery of products and services supporting and enhancing the achievement of NWS strategic and operating plans. Isaac Cline's long and distinguished career makes the use of his name appropriate for an award of which any National Weather Service employee could be proud.

2. Levels of Recognition

The award has three levels of recognition. Recipients of Cline Awards for their echelon may be considered for the Cline Award in the same category at the next level. The award echelons are:

- a) **Local.** The first echelon recognizes deserving employees in local field offices (WFOs, RFCs, CWSUs, etc.) and in the individual NCEP centers, NWSH offices and regional divisions.
- b) **Regional/Office.** The second echelon recognizes deserving employees within a region/office. Recipients of Cline Awards at the Local level may be nominated for this level and may be submitted to the director of the applicable region or office for consideration.
- c) **National.** The highest level of recognition in each category is the National NWS Cline Award. Recipients of the regional/office level awards may be submitted to NWS Headquarters for consideration for the National Cline awards.

3. Award Categories

The Isaac M. Cline Awards recognize the operational excellence of line employees in eight categories:

- a. ***Meteorology.*** Providing weather information, warnings, advisories, and public, aviation, fire weather, and/or marine forecasts to the public and other customers in the WFO area; coordination of NWS products, warnings, and forecasts.
- b. ***Hydrometeorology.*** Providing hydrometeorological analyses to capitalize on the interrelated aspects of operational hydrology and meteorology to forecast meteorological/hydrologic events spanning a variety of time scales.
- c. ***Hydrology.*** Providing hydrologic analyses, forecasts and warnings to mitigate loss to life and property, and to minimize damages caused by floods and drought; conducting necessary preparation activities for provision and timely use of accurate forecasts and warnings; making hydrologic and hydrometeorological data and information available for use by emergency management and water resource officials, WFOs, and other interests.
- d. ***Engineering, Electronics or Facilities.*** Providing support for assigned NWS electronic and electro-mechanical systems including: WSR-88D Doppler weather radar; upper-air observing systems; telecommunications and other IT systems; automated surface observing systems; NOAA Weather Radio; hydrologic observing systems; etc. Providing facilities maintenance and support; conducting systems quality assurance; supporting systems acquisition, deployment, and implementation activity; supporting systems management activities; and, supporting equipment replacement efforts.
- e. ***Support Services.*** Providing office management to enhance the efficiency and effectiveness of program operations; providing excellence in administrative, clerical, and/or secretarial support to program and line officials; supporting complex program and management activities through effective data and records control/management; ensuring efficient and effective multi-purpose office automation and word processing support; and, effectively solving all general administrative problems of the line or program officials supported.

f. ***Upper-Air Observation.*** Providing verified, consistent, high-quality, accurate upper-air observations supporting local forecast and warning operations and numerical weather predictions affecting global and hemispheric forecast guidance products. (NOTE: Can only be awarded at the Regional and National levels.)

g. ***Leadership.*** Providing personal leadership and management to an organization producing substantial, innovative achievements, resulting in high quality service to the National Weather Service. In addition, this area recognizes: creativity and innovation, external awareness, flexibility, resilience, motivation, strategic thinking, and vision. Achievements may include, but are not limited to: significant improvements in program effectiveness; efficient use of resources; sensitive and difficult assignments of major importance achieved through great personal initiative, commitment, effort, and competence; improvement in labor-management partnership relations; encouragement of employee freedom to make decisions and to maximize the scope for individual initiative within a given job; acumen in developing breakthrough strategies or concepts in finding new and effective ways of accomplishing the NWS mission; leadership in the productive use of teams; effective use of financial and other resources of the NWS leadership; or, leadership which models and rewards behaviors conducive to the effective management of diversity and/or EEO principles.

h. ***Program Management and Administration Services.*** Providing program management and administration services and support; dedication, excellence, creativity, innovative problem solving, development efforts for new programs, systems, methods, policies, or procedures having a significant effect on the operations and administration of the NWS and its meteorological, hydrologic, systems, financial, and administration programs. Includes occupations typical of NWSH and regional headquarters and other positions, such as, Program Analyst, Management Analysts, Budget Analyst, Computer Specialist, Legislative Affairs Specialist, Accountant, Administrative and Executive Officers, etc.

4. Types of contributions recognized

The Cline Awards are to recognize substantial accomplishments in support of the NWS mission which demonstrate one or more of the following:

a. **Technical Proficiency** - demonstrating an outstanding level of accomplishment in furthering the agency's mission. Achievements can include: producing and delivering quality weather, hydrologic and climate forecasts and warnings you can trust when you need them most; using cutting edge techniques; eliminating weather related fatalities; and improving the economic value of weather information.

b. **Initiative and Creativity** - demonstrating an outstanding level of accomplishment in creative or innovative problem solving, or developing new systems, methods, or procedures.

c. **Productivity** - providing or fostering a culture that provides services in a cost effective manner. Activities may include but are not limited to: establishing measurements and standards for improving service; or, implementing and continuously assessing performance against standards for improvements. Accomplishments are to be expressed in measurable terms, such as cycle time, cost reduction, and/or quality to customers.

d. **Teamwork** - demonstrating dedication and hard work enabling or assisting the work of fellow employees (may include advancing the goals of the team, office, division, center, region, office or the NWS as a whole).

5. Eligibility

All NWS non-supervisory and non-managerial employees are eligible for the award in all categories. Awards in these categories can be given to an individual or a team. Category 6 (upper-air observation) will be a team award and will be awarded at the Regional/Office and National levels based on statistics maintained by upper-air program officials. Supervisors and managers (non-SES) are eligible *only* for categories 7 and 8 (leadership and program management/administration).

6. Nomination Process

a. **Local level Cline Awards.** Any NWS employee or customer may submit a nomination to the appropriate local supervisor (WFO or RFC MIC/HIC, division chief, or NCEP center director). Nominations are to be submitted June 16 and should address accomplishments for the prior period of June 1 to May 31. If the office has a Local Office Team (LOT) as defined by the NWS- NWSEO Commitment to Bilateral Cooperation process, the LOT will evaluate the nominations received and select one Local level award winner in each of the categories for which nominations were received. If there is no LOT at the Local level, the local supervisor will make the award selections.

b. **Regional/Office Level Awards.** Each local LOT (or supervisor if there is no LOT) may nominate recipients of the Local level award in any/all categories to the director of the region or office for consideration among other Local award recipients for the Regional/Office level Cline awards in those categories. Nominations are to be submitted by July 15. NOTE: Competition in the Upper-Air observation category will begin at this tier for the rating period August 1 to July 31. In accordance with the NWS-NWSEO Commitment to Bilateral Cooperation process, the director in consultation with the NWSEO Regional Chair/NWSH representative-at-large, will evaluate the nominations received and select one Regional/Office level award winner in each of the categories for which nominations were received.

c. **National NWS Cline Awards.** Directors, in consultation with the NWSEO Regional Chair/NWSH representative-at-large, may nominate recipients of Regional/Office Level Award in any/all categories to the Assistant Administrator for the National NWS Cline Award in those categories. Nominations are due by September 2. The AA, DAA, Deputy CFO, NWSEO President, NWSEO Executive Vice-President, and NWSEO designees will evaluate nominations received and select the National NWS award winner in the categories for which nominations were received.

7. Award Nominations

For the Regional and National level awards, nominations will be submitted on form CD-326LF, Recommendation for Recognition. Nominations must cite the category for which the nomination is being submitted and must elaborate on one or more of the nominee's applicable contributions and/or accomplishments as outlined in Section 5.

8. Awards Recognition

a. Local level awards are honorary. Recipients of Local awards receive an appropriate certificate of recognition.

- b. Regional/Office level awards are honorary. Recipients of Regional/Office level Awards receive the Cline Award plaque.
- c. National NWS Cline Awards have a monetary and an honorary aspect. National Award recipients may receive up to \$5,000. National Cline Award recipients will also receive a special National Award plaque.

9. Awards Presentations

- a. For Local level awards, the local supervisor or higher level official will present the Cline Awards certificates at an appropriate local ceremony.
- b. Regional/Office level Cline Award plaques will be presented by the regional or office/center director at an appropriate ceremony.
- c. National NWS Cline Award plaques and cash awards will be presented by the Assistant Administrator (or designee) at an appropriate ceremony and site determined by the AA.